

Save more than just time

Turn to Unum for FMLA management

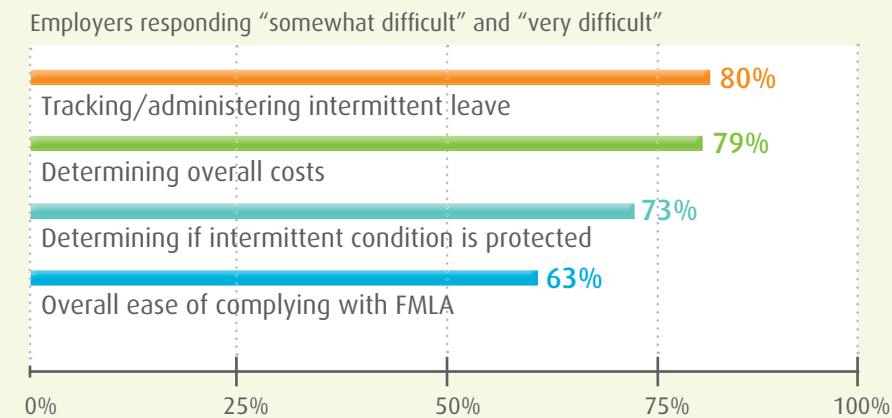
Top challenges:

- Compliance is complicated
- Litigation is costly
- Managers can be personally liable
- FMLA amendments add to complexity
- State laws often change
- Costly to maintain/store records
- Tough to coordinate FMLA/other benefits

The 2009 amendments to the Family and Medical Leave Act added more than 700 pages and multiple new communications to an already complex law. On top of that, state leave laws are numerous and frequently change. Does your staff have time to keep up?

Key findings from employers on FMLA

The most frequently cited employer challenges with FMLA:



Source: Society for Human Resource Management, "FMLA and Its Impact on Organizations," 2007.

Our FMLA services make it easier for your business to stay compliant, consistent and avoid litigation. We also coordinate management of all employee absences — from intermittent leave to short term disability. This can save you time and money, especially when the reasons for leave overlap.

Keeping up with caregivers

In today's aging workforce, many employees are caregivers for elderly parents and for children or grandchildren.

Unum's leave management services can help you track the intermittent leave caregiving can require.

Why choose Unum?

As the leading provider of disability benefits,¹ we have the specialized resources you need. We manage the leave of hundreds of thousands of employees nationwide.

You can have the utmost confidence in the leave decisions we make. For each employee leave we will:

- Verify employee eligibility
- Approve or deny FMLA and state leaves, as appropriate
- Track and record all reported absences
- Communicate any change in leave status to you and your employees
- Provide the information to you in comprehensive leave reports

Count on us for consistency

Our proprietary leave management system takes your company policies into account as well as federal and state law. That means employee leave requests will be handled in a uniform manner across all your departments, whether in a home office or offices across the country.

You and your employees will stay informed

We provide the following communications:

- Daily status reports on new leave requests
- Immediate notification of managers when employees request leave, with an anticipated return date
- Updates when leave or return dates change
- Tracking of all recorded intermittent leave hours
- Weekly integrated reports that summarize FMLA and STD claim status

A single, convenient contact

No matter what kind of leave they're reporting, your employees will always use the same toll-free number and access the same intake system.

**See how Unum can simplify leave management for your business.
Contact your Unum representative today.**

¹ JHA 2007 U.S. Group and Individual Disability Market Surveys, 2008.

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